

UNITED STATES DISTRICT COURT EASTERN DISTRICT OF MICHIGAN NORTHERN DIVISION

FILED

JAN 2 5 2007 U.S. DISTRICT COURT BAY CITY, MICHIGAN

AMY WIESENAUER,

Plaintiff,

File No. 07 07 - 10397

v.

Hon.
JUDGE THOMAS L. LUDINGTON

VISITING NURSE SERVICES OF MICHIGAN.

Defendant.

MAGISTRATE JUDGE CHARLES E. BINDER

THE MASTROMARCO FIRM VICTOR J. MASTROMARCO, JR. (P34564) MANDA L. ANAGNOST (P62597) Attorney for Plaintiff 1024 N. Michigan Ave. P.O. Box 3197 Saginaw, MI 48605-3197 (989) 752-1414

There is no other pending or resolved civil action arising our of the transaction or occurrence alleged in this Complaint

COMPLAINT, DEMAND FOR JURY TRIAL AND PRETRIAL CONFERENCE

NOW COMES the Plaintiff, AMY WIESENAUER, by and through her attorneys, THE MASTROMARCO FIRM, and hereby complains against the Defendant, stating more fully as follows:

COMMON ALLEGATIONS

- That at all times material hereto, Plaintiff is a resident of the County of Bay, State
 of Michigan.
- That upon information and belief, Defendant Visiting Nurses Services of Michigan is a Michigan Corporation, doing business in the County of Bay, State of Michigan.
- That the amount in controversy exceeds the sum of \$75,000.00 exclusive of costs, interest and attorney fees.
- 4. That this Court has jurisdiction of this cause of action pursuant to 28 USC § 1331 and supplemental jurisdiction pursuant to 28 USC § 1367.
- 5. That Defendant, at all times material hereto, was Plaintiff's employer as defined under federal and state statute.
- 6. That Plaintiff was hired by Defendant on February 19, 2001 as a registered nurse case manager for hospice at Defendant's Bay City Location.
- 7. That in the spring of 2005, Plaintiff began experiencing severe stress and depression stemming from the "on-call" nature of her job and took approved FMLA leave for approximately 7 days on or about April 7, 2005.
- 8. That Barry Binkley, M.D., Plaintiff's treating psychologist, authored the McLaren Home Care Health Certification for Time Off from Work on April 13, 2005 and concluded that Plaintiff's ability to perform her job was "to be determined by ongoing assessment," that her type of mental disorder would "need to be followed

- indefinitely" and that the duration of her condition was "undetermined." See Health Certification for Time Off from Work, Ex. A.
- 9. That upon her return, Plaintiff was once again depressed and experiencing stress due to the "on-call" requirements of her job and returned to Dr. Binkley who placed her on certain work restrictions including no overtime, no "on-call" and no weekends from April 14, 2005 to June 4, 2005.
- 10. That on May 9, 2005, Debra Pratt-Schaefer, Bay Regional Medical Center EAP Manager, recommended to Jodi Methner of Defendant's Human Resources department that Plaintiff return to work with the restrictions recommended by Dr. Binkley.
- 11. That Defendant, dissatisfied with the recommended work restrictions, required Plaintiff to undergo an Independent Medical Exam by Jarrett Shroeder, M.D. on May 27, 2005, who concluded that Plaintiff could work without restrictions.
- 12. That on June 6, 2005, Dr. Binkley sent a letter to Defendant recommending that Plaintiff should continue with the work restrictions he had previously recommended.
- 13. That Defendant then requested that an FMLA examination be performed by Saul Forman, M.D.
- 14. That such FMLA examination was performed on August 29, 2005 by Dr. Forman who concluded that Plaintiff was capable of performing her job duties, but that she

- was not to work more than 40 hours per week and was a candidate for FMLA leave.
- 15. That Defendant, unhappy with this result, requested that Dr. Forman make an addendum to his report which he did on August 31, 2005.
- 16. This addendum states that Plaintiff was able to be "on-call" as long as she was not required to work more than 40 hours per week for the following two months, despite the fact that the "on-call" nature of Plaintiff's job caused her stress and depression.
- 17. This addendum did not change the fact that Dr. Forman believed Plaintiff was a candidate for FMLA leave.
- 18. That on September 2, 2005, Plaintiff met with Eric Fieldbrandt and Jodi Methner of McLaren's Human Resources department who informed Plaintiff that the she would not be allowed to take any FMLA leave with the 40 hour work week restriction in effect.
- 19. That Defendant refused to allow Plaintiff to take FMLA leave despite the fact that it had previously approved Plaintiff's FMLA leave based on Dr. Binkley's statement that her condition was of an ongoing nature as described in detail above. See Health Certification for Time Off From Work, Ex. A.
- 20. That this September 2, 2005 meeting caused Plaintiff severe stress and she left work early that day with her supervisor's approval.

- 21. That upon Plaintiff's return to work on September 7, 2005, she was placed on unpaid suspension for "abandoning her patients" on September 2, 2005, despite the fact that her supervisor had approved her leaving early that day.
- 22. That as evidence of her employer's animosity towards Plaintiff's medical condition, subsequent to her suspension, Philip Espinosa of McLaren's Human Resources department made the statement that Plaintiff was "too unstable to be at a patient's bedside" despite the fact that Dr. Forman had recently concluded that Plaintiff was able to perform her job duties.
- 23. That as of the date of the filing of this complaint, Plaintiff is still on unpaid suspension.
- 24. That at all times material hereto Plaintiff is a member of a protected class by virtue of her medical condition, described more fully above, which is a disability as defined by the Michigan Persons with Disabilities Civil Rights Act, found at MCL § 37.1101 et. seq. (hereinafter MPDCRA).
- 25. That furthermore, because Defendant "regarded" the Plaintiff as having "a determinable physical or mental characteristic" described in MCL § 37.1103(d), Plaintiff has a "disability" as defined by MCL § 37.1103(d)(iii).
- 26. That Defendant did discriminate against the Plaintiff by placing her on unpaid suspension in violation of the terms and conditions of the MPDCRA.

- That at all times material hereto Defendant is guilty of discrimination based on the Plaintiff's disability and the fact that Defendant perceived her to be disabled. MCL § 37.1103(d).
- 28. That Defendant also violated the MPDCRA by failing to accommodate the disabled Plaintiff as required by MCL 37.1102(2).
- 29. That Defendant is unable to demonstrate that the requested accommodations would impose an undue hardship.
- 30. That Plaintiff claims violations of the FMLA due the fact that Defendant interfered with her rights under the act by refusing to grant her request for FMLA leave despite the fact hat such leave had previously been approved.
- 31. Defendant further violated Plaintiff's rights under FMLA by placing her on unpaid suspension in retaliation for her attempts to exercise her rights under the FMLA.

COUNT I

VIOLATIONS OF THE MICHIGAN PERSONS WITH DISABILITIES CIVIL RIGHTS ACT

- 32. That the Plaintiff hereby incorporates paragraphs 1 through 31 of her Common Allegations word for word and paragraph by paragraph as if restated herein.
- 33. That as already stated, Plaintiff is a member of a protected class by virtue of her medical condition, having suffered from severe stress and depression, and that Defendant was well aware that she had this condition and that she is protected by the MPDCRA.

- 34. That Plaintiff's medical condition was a factor in her treatment and indefinite unpaid suspension by the Defendant.
- 35. That the MPDCRA provides that an employer shall not discharge or otherwise discriminate against an individual with respect to compensation or the terms, conditions, or privileges of employment, because of a disability that is unrelated to the individual's ability to perform the duties of his job. MCL § 37.1202 (1)(b).
- 36. That the Defendant did affect the terms and conditions of Plaintiff's employment by suspending her without pay because of her disability and/or the fact that Defendant did regard her as being disabled and did violate the MPDCRA. MCL § 37.1202(1)(b).
- 37. That Plaintiff suffered from severe stress and depression which substantially limited one or more of her major life activities thus meeting the definition of a disability as set forth in MCL § 37.1103 (e)(i)(A).
- 38. That, in the alternative, and if it is determined that Plaintiff's severe stress and depression does not limit one or more of her major life activities, the fact that Defendant <u>regarded</u> her as being disabled satisfies the requirements of MCL § 37.1103 (e)(iii).
- 39. That Defendant also violated the MPDCRA by failing to accommodate the disabled Plaintiff as required by MCL 37.1102(2).
- 40. That Defendant is unable to demonstrate that the requested accommodations would impose an undue hardship.

- 41. That Defendant's actions in suspending Plaintiff without pay and failing to accommodate Plaintiff was based upon her medical condition and has proximately caused the Plaintiff to suffer back pay, future pay, future raises and all other benefits provided, and also caused her to suffer severe mental anguish, as well as humiliation and embarrassment, that has further exacerbated her stress and depression.
- 42. That Plaintiff prays this Court enters an award of attorney's fees against the Defendant.

COUNT II VIOLATIONS OF THE FMLA

- 43. That the Plaintiff, hereby incorporates paragraphs 1 through 31 of her Common Allegations and 32 through 42 of Count I as if restated herein.
- 44. That Defendant did interfere with Plaintiff's rights under FMLA and retaliate against the Plaintiff for requesting FMLA leave by denying such request and ultimately suspending her without pay in violation of the FMLA.
- 45. That the FMLA allows an employee to take a total of twelve (12) workweeks of leave during any 12-month period "because of a serious health condition that makes the employee unable to perform the functions of the position of such employee." 29 U.S.C. § 2612(a)(1)(D).

- 46. That the FMLA makes it "unlawful for any employer to interfere with, restrain, or deny the exercise of or the attempt to exercise, any right provided under" the Act. 29 U.S.C. § 2615(a)(1).
- 47. That an FMLA Examination, requested by Defendant and performed by Dr. Forman, concluded that Plaintiff should be placed on restrictions and that Plaintiff was eligible for FMLA leave.
- 48. That Defendant was unhappy with this diagnosis and requested that Dr. Forman make an addendum to his report.
- 49. That Dr. Forman did in fact make an addendum allowing Plaintiff to be "on-call" despite the fact that this aspect of Plaintiff's employment caused her stress and depression.
- 50. That even after Defendant required the addendum to be included in Dr. Forman's opinion, Dr. Forman still believed Plaintiff was eligible for FMLA.
- 51. That Defendant interfered with Plaintiff's rights under the FMLA by refusing to grant FMLA leave to Plaintiff despite the fact that Defendant had previously approved this leave.
- 52. That in response and in retaliation for seeking FMLA benefits, Plaintiff was placed on unpaid suspension.
- 53. That the reasons given for Plaintiff's unpaid suspension are pretextual as Plaintiff's supervisor approved Plaintiff's early leave.

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54. That Defendant's unlawful action in violation of the FMLA caused the Plaintiff to

lose her job, back pay, future pay, future raises, and all other benefits provided and

further forced her to suffer mental anguish damages, and a severe disruption of her

lifestyle.

WHEREFORE, Plaintiff, Amy Wiesenauer, prays for Judgment against the

Defendant, in an amount in excess of this Court's jurisdictional limits, and in whatever

amount the jury feels just and proper based on the facts, damages and evidence presented

together with any and all attorney fees, costs and sanctions or exemplary damages as

allowed by law.

Respectfully submitted,

THE MASTROMARCO FIRM

Dated: /-24_, 2007.

VICTORA, MASTROMARCO, JR. [P34564]

Attorneys for Plaintiff

1024 North Michigan Avenue

P.O. Box 3197

Saginaw, Michigan 48605-3197

(989) 752-1414

DEMAND FOR TRIAL BY JURY

NOW COMES, the Plaintiff, AMY WIESENAUER, by and through her attorneys, THE MASROMARCO FIRM, and hereby demands a trial by jury of all issues in this cause of action unless expressly waived.

Respectfully Submitted,

THE MASTROMARCO FIRM

DATED: / 24 , 2007

VICTOR J. MASTROMARCO, JR.

Attorneys for Plaintiff

1024 N. Michigan Ave., P.O. Box 3197

Saginaw, MI 48605-3197

(989) 752-1414

DEMAND FOR PRE-TRIAL CONFERENCE

NOW COMES, the Plaintiff, AMY WIESENAUER, by and through her attorneys, THE MASTROMARCO FIRM, and hereby demands a Pre-Trial Conference pursuant to Michigan Court Rules.

Respectfully Submitted,

THE MASTROMARCO FIRM

DATED: $\sqrt{-24}$, 2007

VICTOR W. MASTROMARCO, JR.

Attorneys for Plaintiff

1024 N. Michigan Ave., P.O. Box 3197

Saginaw, MI 48605-3197

(989) 752-1414

McLAREN HOME CARE

Health Certification for Time Off from Work

1. Employee's Name	2. Patient's Name (If different from employee)
Amy Wieserauer	SAME
 The attached sheet describes what is meant by a "serious health of patient's condition qualify under any of the categories described? If 	
(1) (2) (3) (4) (5)	5), or None of the above
4. Describe the medical facts which support your certification, including one of these categories: severe agreement, shi class of appointe, agreement and an	addident hus willing incomme
5. a. State the approximate date the condition commenced, and the protection patient's present incapacity ² if different): 1	an he stallinger of Centralled well disable which will head of intelling the stall head of the party or to work on a less than full schedule as a result of the
If yes, give the probable duration: Underson in ex	<i>1</i>
	y, state whether the patient is presently incapacitated and the likely be different income by unfort
5. a. If additional treatments will be required for the condition, provide a	an estimate of the probable number of such treatments:
If the patient will be absent from work or other daily activities because an estimate of the probable number of and interval between such trea required for recovery if any;	e of treatment on an intermittent or part-time basis, also provide atments, actual or estimated dates of treatment if known, and period
b. If any of these treatments will be provided by another provider of the treatments:	health services (e.g. physical therapist), please state the nature of

¹ Here and elsewhere on this form, the information sought relates only to the condition for which the employee is taking FMLA leave.

¹ "incapacity," for purposes of FMLA, is defined to mean inability to work, attend school or perform other regular daily activities due to the serious heaf therefor, or recovery thereform.

(e.g., prescription drugs, physical therapy requiring special	equipment):	nt provide a general description
Med Maragen	Va-Ca	
Pacetono		
		"
a. If medical leave is required for the employee's absence for the due to pregnancy or a chronic condition), is the employee un	rom work because of the emp nable to perform work of any	oloyee's own condition (including absence kind? ☐ Yes ☐ No
 b. If able to perform some work, is the employee unable to job (the employee or the employer should supply you with in please list the essential functions the employee is unable to 	information about the essential	the essential functions of the employee's job functions)? ☐ Yes ☐ No _ If yes,
•		
	··· -	
··· ·		Don elimino
c. If neither a. nor b. applies, is it necessary for the employee	a to be absent from work for t	treatment? 🗆 Yes 🗆 No
 a. If leave is required to care for a family member of the en assistance for basic medical or personal needs or safety, or 	nployee with a serious health of for transportation?	condition, does the patient require
b. If no, would the employee's presence to provide psychology Yes No	•	
c. If the patient will need care only Intermittently or on a par		ne probable duration of this need:
Kay Anul nu	4-1306	Palley-1507
(Signature of Health Care Previder)	(Date)	(Type of Practice)
,	(= =)	(Type of France)
126 WASHINGTON AVE, BAYCIT	14. No.	989-684-7977
(Address) 487XV		(Telephone Number)
[O 10)		
To be completed by the employee needing family leave to	o care for a family member:	
State the care you will provide and an estimate of the perio	od during which care will be pro	ovided, including a schedule if leave is to be
taken intermittently or if it will be necessary for you to work	less than a full schedule:	or and the second secon
Evaluation of Com-		
Explanation of Care:		
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CIVIL COVER SHEET COUNTY IN WHICH THIS ACTION AROSE: $\underline{\mathrm{BAY}}$ JS 44 11/99 The JS-44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for use of the Clerk of Court for the purpose of initiating the civil docket sheet. DEFENDANTS I. (a) PLAINTIFFS VISITING NURSE ASSOCIATION AMY WIESENAUER County of Residence of First Listed BAY BAY(b) County of Residence of First Listed NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE LAND INVOLVED. Attorneys (If Known) (C) Attorney's (Firm Name, Address, and Telephone Number) MAGISTRATE JUDGE The Mastromarco Firm CHARLES E. BINDER 1024 N. Michigan Avenue, Saginaw, MI 48605 (989) 752-1414 III. CITIZENSHIP OF PRINCIPAL PARTIES (Place an "X" in One Box for Plaintiff 11. BASIS OF JURISDICTION (Place an "X" in One Box Only) and One Box for Defendant) (For Diversity Cases Only)
PLA PLA DEF Incorporated or Principal Place [" 4 Citizen of This State 1 U.S. Government 3 Federal Question of Business In This State (U.S. Government Not a Party) Plaintiff Incorporated and Principal 5 5 □ 2 □ 2 Citizen of Another 2 U.S. Government 4 Diversity of Business In Another State (Indicate Citizenship of Parties Defendant in Item 111) Citizen or Subject of a 3 3 3 Foreign Nation Foreign Country IV. NATURE OF SUIT (Place an "X" in One Box Only) FORFEITURE/PENALTY OTHER STATUTES BANKRUPTCY CONTRACT 422 Appeal 28 USC 158 400 State Reapportionment PERSONAL INJURY 610 Agriculture PERSONAL INJURY 1 1 0 Insurance 41 0 Antitrust 620 Other Food & Drug 362 Personal Injury-120 Marine 31 0 Airpiane П 430 Banks and Banking 625 Drug Related Scizure 423 Withdrawal 315 Airplane Product Med. Malpractice 130 Miller Act of Property 21: 851 28 USC 157 ☐ 450 Commerce/ICC ☐ 365 Personal InVry Product Lia #ity Liability 140 Negotiable Instrument 460 Deportation 150 Recovery of 630 Liquor Laws Overpayment and Enforcement of Judgment 320 Assault Libel PROPERTY RIGHTS And Slander 640 R.R. & Truck 368 Ashestos Personal 470 Racketeer Influenced & Injury Product Corrupt Organizations 650 Airline Regs. Liability 🗀 151 Medicare Act 330 Federal Employers' 820 Copyrights 810 Selective Service 660 Occupational Liability 152 Recovery of Defaulted 830 Patent f | 850 Securities/Com modifies/ PERSONAL PROPERTY \$afety/Health Student Loans 340 Marine 640 Trademark Exchange 345 Marine Product 690 Other ☐ 370 Other Fraud. (Excl. Veterana) 875 Customer Challenge 371 Truth in Lending ☐ 153 Recovery of Overpayment of Veteran's Benefits Liability SOCIAL SECURITY 12 LISC 3410 LABOR 360 Other Personal 350 Motor Vehicle 891 Agricultural Acts 355 Motor Vehicle Property Damage 160 Stockholders' Suita 71 0 Fair Labor Standards 861 H IA (1 395ff) П 892 Economic Stabilization Act Product Liability ☐ 385 Property Damage 190 Other Contract 862 Black Lung (923) Act 893 Environmental Matters ☐ 360 Other Personal Product Liability 720 Labor/Mgmt. Relations 195 Contract Product Elebility 863 DIWC/DIWW (405(g)) Injury 894 Energy Allocation Act 884 SSID Title XVI PRISONER PETITIONS Ē 895 Freedom of CIVIL RIGHTS REAL PROPERTY 730 Lebor/Mgmt. Reporting 865 RSI (405(g)) Information Act ☐ 51 0 Motions to Vacate & Disclosure Act 900 Appeal of Fee Determination Under Equal Access to Justice 441 Voting \Box 210 Land Condemnation FEDERAL TAX SUITS 740 Railway Labor Act 220 Foreclosure 442 Employment Sentence Habeas Corpus: 230 Rent Lease & Ejectment 443 Housing/ □ 870 Taxes (U.S. Plaintiff 790 Other Labor Litigation 530 General 240 Yorts to Land Accommodations 950 Constitutionality of or Defendant) 535 Death Penalty 444 Welfare 245 Tort Product Liability State Statutes 791 Empl. Ret. Inc. 440 Other Civil Rights 540 Mandamus & Other 290 All Other Real Property ■ 871 IRS-Third Party ■ 890 Other Statutory Actions 550 Civil Rights Security Act 28 USC 7609 \$55 Prison Condition (PLACE AN "X" IN ONE BOX ONLY) Appeal to V. ORIGIN Transferred from District another district 7 Judge from 5 (specify) 4 Reinstated 6 Multi district X Removed from Remanded from Magistrate Original Appellate Court State Court V1. CAUSE OF ACTION (Cite the U.S. Civil Statute under which you are filling and write brief statement of cause. Do not cite jurisdictional statutes unless diversity.) 29 USC § 2612 (a)(1)(D) CHECK YES only if demanded in complaint: CHECK IF THIS IS A CLASS ACTION SDEMAND VIL REQUESTED IN 💢 | Yes JURY DEMAND: UNDER F.R.C.P. 23 COMPLAINT: (See Vill. RELATED CASE(S) instructions):

DATE 1-24-07

IF ANY

SIGNATURE OF ATTO NEY OF RECORD

JUDGE

DOCKET NUMBER

PURSUANT TO LOCAL RULE 83.11

1.	Is this a case that has been previously dismissed?	Yes
If yes, give	e the following information:	⊠ No
Co u rt:		
Case No.:		
Judge:		
2.	Other than stated above, are there any pending or previously discontinued or dismissed companion cases in this or any other court, including state court? (Companion cases are matters in which it appears substantially similar evidence will be offered or the same or related parties are present and the cases arise out of the same transaction or occurrence.)	Yes No
If yes, giv	e the following information:	
Court:	<u> </u>	
Case No.:		
Judge:	<u> </u>	
Notes :		